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27 June 1979

MEMORANDUM FOR: Director of Personnel

FROM :   
Chief, Human Resources Analysis Staff

SUBJECT : Statistics on Women Supergrades in the Agency ☐

1. According to Annual Personnel Plan (APP) statistics, the pool of women supergrades in the Agency rose dramatically from 5 on 1 July 1975 to 10 on 30 September 1976 and then stabilized so that there were only 9 on 30 June 1978 and 11 anticipated for 30 September 1979. ☐

2. The same story is illustrated on the promotions side. There were 8 promoted to GS-16 or higher during FY 1976 but only one during FY 1978. The FY 1979 plan, which is being exceeded, was for one to be promoted. With approval of the most recent nominations, three will have been promoted during FY 1979. ☐

3. Until the pool of qualified GS-15 women is increased, three supergrade promotions a year is probably a realistic number. A lower number would only replace likely retirements of senior women and/or allow for one to advance within supergrade ranks. Four a year would be a better number in terms of assuring some increase in the total number of supergrade women. It probably should be the target number in FY 1981, since there will be a larger pool of qualified GS-15s. ☐

4. The immediate feeder group of GS-15s is not large, consisting of 25 women in the entire Agency on 30 June 1978, and that is a major factor limiting increased representation of women in the supergrade ranks. However, if the FY 1979 plans are met for promoting women to GS-13 and 14, there will have been an important enlargement of the feeder group for senior officers. As the Figure shows, the number in those grades will have increased by 32 percent over July 1975. Progress being made at these grades should significantly influence supergrade promotions after five years. ☐

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5. It is particularly noteworthy that NFAC now has more than 50 percent of the Agency's strength of women professionals at the GS-15 level and about one-third of the total number in grade GS-13 and above. Though it only had two women supergrades on 30 June 1978, it should have bright prospects for the future. ☐

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## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Statistics on Women Supergrades in the Agency

FROM:

Harry E. Fitzwater  
Director of Personnel  
5 E 58

EXTENSION

NO.

DATE

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2 JUL

TO: (Officer designation, room number, and building)

DATE

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

Executive Officer, DD/A

2.

Associate DD/A

3 Deputy Director for  
Administration

4.

5 Deputy Director of  
Central Intelligence

6.

7.

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15.

As you may recall, the DCI has expressed concern over the small number of female supergrades. The attached paper may be of interest.

Harry E. Fitzwater  
Harry E. Fitzwater

Att

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